

OMF

C O N F I D E N T I A L

STAFF

FBIS

15719

*1*  
*Hold for Jim*

**CONFIDENTIAL**

TO: FBIS/PANAMA CITY. 4

SUBJECT: FBN COMPENSATION PLAN 4

REF: A. FBIS/PANAMA CITY 70616

B. FBIS 51666 4

4

25X1

1. UNFORTUNATELY DEADLINE FOR IMPLEMENTATION OF PANAMA FBN WAGESCALE HAS SLIPPED TO 21 AUGUST TO ALLOW SUFFICIENT TIME TO CUT PERSONNEL ACTIONS. HAVE POUCHED THIS WEEK NEW Payscale ALONG WITH APPLICABLE OGC DECISIONS FOR BUREAU RECORDS PER OUR TELECON ON 5 AUGUST. 4

2. PMCD AND HQS HAVE NO PROBLEMS WITH BUREAU HIRING MONITORS AT FBN-6/1 LEVEL OR WITH TRANSFERRING [REDACTED] TO FBN SCALE AT 6/1 LEVEL GIVEN FACT THEY ARE STILL IN TRAINEE STATUS. HOWEVER, SINCE [REDACTED] HAVE BEEN PROMOTED TO LN-10/1 AND NEW MONITORS WILL NOW EOD AT FBN-6/1, BELIEVE IT MOST APPROPRIATE TO TRANSFER BOTH TO FBN-7/1 VICE FBN-7/2 AS ORIGINALLY PLANNED IN REF B. PERSONNEL ACTIONS TO BE CUT WILL REFLECT ABOVE CHANGES. 4

25X1

25X1

DATE:  
ORIG: 10 AUG 83  
UNIT:  
EXT:

**CONFIDENTIAL**

RELEASING OFFICER

COORDINATING OFFICERS

AUTHENTICATING OFFICER

CLASSIFICATION

**CONFIDENTIAL**

FORM 12E USE PREVIOUS EDITIONS  
7-80

OMF

2

C O N F I D E N T I A L

STAFF

FBIS 15719

CONFIDENTIAL

3. REGARDING COMMENTS IN REF A ON LACK OF COMMUNICATIONS, I ASSURE YOU THAT YOUR MESSAGES ARE BEING READ. NONETHELESS, [REDACTED] AND I ARE EQUALLY ASTONISHED THAT AFTER SEVERAL MESSAGES AND EXTENSIVE BRIEFINGS DURING THE BUREAU CHIEFS CONFERENCE YOU REMAINED MISINFORMED AS TO THE INTENT AND CONSEQUENCES OF THE FBN COMPENSATION PLAN. I CAN ONLY ASSUME YOUR CONTINUED BELIEF THE NEW FBN SCALE WOULD APPLY ONLY TO LN EMPLOYEES WAS BASED ON ERRONEOUS ASSUMPTION THAT THE <sup>NM</sup>~~LN~~ SCALE WAS SACROSANCT WITHIN THE TREATY AND COULD NOT BE ALTERED, THUS REQUIRING RETENTION OF THE NM SCALE AND DEVELOPMENT OF THE FBN SCALE TO ACCOMMODATE THE LN EMPLOYEES. 4

25X1

25X1

4. WHAT WE HAVE DONE, AND THIS WAS EXPLAINED IN DETAIL DURING THE BUREAU CHIEFS CONFERENCE, IS TO ADOPT THE NM SCALE AS THE FBN SCALE AND TO TRANSFER THE LN EMPLOYEES TO THE NEW SCALE AT THE APPROPRIATE GRADE/STEP FOR THE POSITION OCCUPIED. THUS, FOR COMPENSATION PURPOSES, BUREAU NM EMPLOYEES ARE NOT AFFECTED, WHILE LN EMPLOYEES IN TRANSFERRING WILL RECEIVE A SUBSTANTIAL SALARY INCREASE TO ESTABLISH EQUITY BETWEEN POST AND PRE-TREATY HIRES. TO ESTABLISH TWO IDENTICAL PAYSCALES FOR THIS PURPOSE, AS YOU HAD

DATE:  
ORIG:  
UNIT:  
EXT:

RELEASING OFFICER

COORDINATING OFFICERS

AUTHENTICATING OFFICER

CLASSIFICATION

confidential

FORM  
7-80 12E

USE PREVIOUS  
EDITIONS

OMF

3

C O N F I D E N T I A L

STAFF

FBIS

15719

ASSUMED, WOULD BE MANAGERIALLY INDEFENSIBLE AND UNACCEPTABLE TO ANY  
COMPENSATION AUTHORITY. 4

5. YOUR FRUSTRATION, ASIDE FROM THE ALLEGED LACK OF COMMUNICA-  
TION, WOULD APPEAR TO INVOLVE THE CLASSIFICATION STRICTURES AS  
DETERMINED THROUGH AGREEMENT BETWEEN FBIS AND PMCD, THE SOLE AGENCY  
REGULATORY AUTHORITY FOR THE FBIS FBN COMPENSATION AND CLASSIFICA-  
TION SYSTEM. IN PARTICULAR I REFER TO THE STATEMENT THAT THE NEW  
SYSTEM DASHES THE ADMITTEDLY FRAGILE HOPE OF SOME NM EMPLOYEES,  
NOTABLY TECHNICIANS, FOR PROMOTION AND THEREBY CREATING AN ADVERSE  
AFFECT ON MORALE. 4

6. YOU STATE THAT UNDER THE NM SYSTEM PROMOTIONS FOR THE  
TECHNICIANS PROBABLY WOULD NOT BE POSSIBLE. I CAN ASSURE YOU IT  
DEFINITELY WOULD NOT HAVE BEEN POSSIBLE. BUREAU TECHNICIANS ARE  
NOW BEING COMPENSATED AT A HIGHER RATE THAN CALLED FOR BY THE  
POSITION AS DETERMINED BY PMCD AND CONCURRED IN BY FBIS. THIS  
SHOULD NOT BE NEWS, AS INFORMATION ON STAFFING AND POSITION  
STANDARDS/GRADES WAS FORWARDED TO ALL BUREAUS PRIOR TO THE BUREAU  
CHIEFS CONFERENCE. 4

DATE:  
ORIG:  
UNIT:  
EXT:

RELEASING OFFICER

COORDINATING OFFICERS

AUTHENTICATING OFFICER

CLASSIFICATION

CONFIDENTIAL

FORM  
7-80

12E

USE PREVIOUS  
EDITIONS

OMF

4

C O N F I D E N T I A L

STAFF

FBIS 15719

7. THE POINT IS FBIS CANNOT CONTINUE TO PROMOTE EMPLOYEES AD INFINITUM REGARDLESS OF OCCUPATIONAL SERIES AND POSITION/GRADE LIMITATIONS AS DETERMINED BY THE COMPENSATION/CLASSIFICATION AUTHORITY. TO DO OTHERWISE IS TO ENTRAP THE BUREAU IN WHAT IS CALLED GRADE CREEP, A PROCESS NOT UNKNOWN AT OTHER BUREAUS WHERE COMPENSATION AND CLASSIFICATION OVERVIEW HAS BEEN LAX. CERTAINLY STAFF EMPLOYEES ARE NOT INFINITELY PROMOTABLE, BUT ARE LOCKED INTO THE GS SYSTEM WITHIN THE PYRAMIDAL GRADE STRUCTURES ESTABLISHED FOR THEIR CAREER SERVICES. WHAT APPLIES TO STAFF EMPLOYEES MUST APPLY EQUALLY TO FOREIGN NATIONALS, AND TO HOLD OUT ILLUSORY HOPES OF PROMOTIONS THAT WILL NEVER MATERIALIZE SURELY IS NOT SOUND MANAGEMENT. WE WERE DRAWN INTO THE LONG, BITTER BATTLE OVER THE STATE DEPARTMENT CLASSIFICATION SYSTEM BECAUSE OUR BUREAU GRADE STRUCTURES WERE SEEN AS ARBITRARY, HIGHLY PERSONALIZED, AND INCONSISTENT WITH UNIFORM CLASSIFICATION POLICY. IN DRAWING UP THE NEW CLASSIFICATIONS/WAGE SYSTEM WE ARE OBLIGATED TO DISPLAY A COHERENT CLASSIFICATION STRUCTURE WHICH MAKES SENSE FROM BUREAU TO BUREAU AND IS DEFENSIBLE AGAINST CRITICISM FROM OUTSIDE FBIS. NONE OF

DATE:  
ORIG:  
UNIT:  
EXT:

CLASSIFICATION

COORDINATING OFFICERS

AUTHENTICATING OFFICER

CONFIDENTIAL

FORM 12E USE PREVIOUS EDITIONS  
7-80

OMF

5

C O N F I D E N T I A L

STAFF

FBIS

15719

CONFIDENTIAL

OUR FOREIGN NATIONALS WILL BE HURT FINANCIALLY BY THE NEW SYSTEM,  
MOST WILL BENEFIT, BUT THE MOST SENIOR, HIGHLY GRADED EMPLOYEES  
WILL FIND IN MANY CASES THAT THEY HAVE REACHED THE TOP OF THE  
GRADE LADDER. 4

8. HOPE THIS RESPONDS APPROPRIATELY TO YOUR QUESTIONS AND  
PUTS US BACK ON TRACK. IF WE CAN BE OF ANY FURTHER ASSISTANCE OR  
YOU FEEL WE HAVE OVERLOOKED ANY SIGNIFICANT POINTS, PLEASE DON'T  
HESITATE TO RENEW THE DIALOG. DECL OADR DRV COL-14  ALL  
CONFIDENTIAL.H

25X1

TELECOORD: PMCD,

25X1

DATE: 10 AUG 83

ORIG:

UNIT:

EXT:

25X1

C/OPS

RELEASING OFFICER

COORDINATING OFFICERS

AUTHENTICATING OFFICER

CLASSIFICATION

CONFIDENTIAL

FORM

7-80

12E

USE PREVIOUS  
EDITIONS